

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight
Audits and Inspections Unit



Post Stop Ethnicity Inspection November 2019
Inspection Report # BI2019-0170

The Audits and Inspections Unit (AIU) of the Sheriff's Office Bureau of Internal Oversight (BIO) will conduct monthly inspections of the Post Stop Perceived Ethnicity of drivers and passengers listed on the Vehicle Stop Contact Forms (VSCF) within the TraCS database. To achieve this, inspectors will utilize data obtained from the TraCS system and a list of Hispanic surnames created by the Criminal Intelligence Division and a random sample of Body-Worn Camera videos from each selected Hispanic driver. These entries will be uniformly inspected utilizing a matrix developed by the Audits and Inspections Unit in accordance with the procedures outlined in policies, EB-1, EB-2, GJ-35, CP-2, CP-5 and CP-8.

Compliance Objectives:

Utilizing the Post Stop Perceived Ethnicity Inspection Matrix, review each selected Body Worn Camera video to ensure the following during November 2019:

- Drivers with Hispanic surnames identified as "White"
- Hispanic surname drivers with Passenger Post Stop Perceived Ethnicity listed as "Unknown-Vision Obscured"
- Hispanic drivers with Passenger Post Stop Perceived Ethnicity Identified

Criteria:

MCSO Policy EB-1, *Traffic Enforcement, Violator Contracts, and Citation Issuance*

MCSO Policy EB-2, *Traffic Stop Data Collection*

MCSO Policy GJ-35, *Body-Worn Camera*

MCSO Policy CP-2, *Code of Conduct*

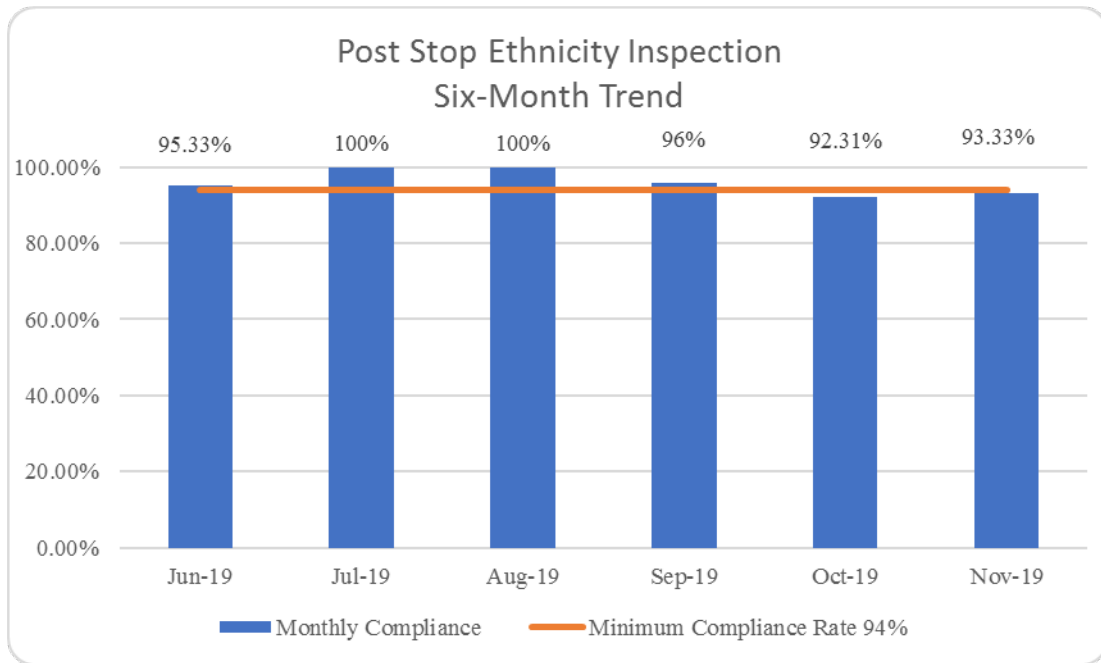
MCSO Policy CP-5, *Truthfulness*

MCSO Policy CP-8, *Preventing Racial and Other Bias Based Profiling*

Conditions:

Collectively there were a total of 2,029 traffic stops made during the month of November 2019, of which 252 traffic stops met inspection criteria. Out of 252 traffic stops the MCSO reviewed a total random sample of 30 traffic stops. These traffic stops included: 1) 10 stops for Hispanic surname drivers identified as "White" (74); 2) 10 stops for Hispanic surname drivers with Passenger Post Stop Perceived Ethnicity listed as "Unknown-Vision Obscured" (15); 3) 10 stops for Hispanic drivers with Passenger Post Stop Perceived Ethnicity Identified (163). In all inspections, a "reasonable person" standard was utilized by inspectors.

MCSO achieved a compliance rate of 93.33% in the Post Stop Ethnicity Inspection for November 2019, as illustrated in the graph below:



The compliance rate of each inspection element is illustrated in the table below

Inspection Element	Not In Compliance	In Compliance	Compliance Rate
Drivers with Hispanic surnames identified as “White” on VSCF: Deputy’s perception is consistent with inspector (review of BWC)	1	9	90%
Hispanic surname drivers with passengers listed as “Unknown-Vision Obscured”: Deputy’s perception is consistent with inspector (review of BWC)	0	10	100%
Hispanic drivers with Passenger Post Stop Ethnicity Identified: Deputy’s perception is consistent with inspector (review of BWC)	1	9	90%
Overall Compliance with inspection requirements	2	28	93.33%

The following deficiencies were noted during the inspection period:

District 2 (2 BIO Action Forms)

District	MC#	Date of Event	Deputy	Current Supervisor	Current Commander
District 2	MC19237074	11/06/2019	Deputy	Sergeant	Lieutenant
Deficiency					
Deputy checked drivers post stop perceived race/ethnicity as “White” on the VSCF. The BWC video indicates the driver appears to be Hispanic. Policy EB-2.2H					

District	MC#	Date of Event	Deputy	Current Supervisor	Current Commander
District 2	MC19251001	11/25/2019	Deputy	Sergeant	Lieutenant
Deficiency					
Deputy checked "Male" checkbox on VSCF for both passengers. The BWC video indicates the back seat passenger appears to be a female. Policy EB-2.2H					

Unless noted above in the deficiency table, there were no prior BIO Action Forms similar in nature or supervisor notes addressing the deficiencies.

Action Required:

With the resulting **93.33%** compliance for *Inspection BI2019-0170*, a total of **2** BIO Action Forms are requested from the affected division. **The form shall be completed utilizing Blue Team.**

Recommendations:

Supervisors should continue to discuss the importance of accurate pre-stop and post-stop ethnicity selections by deputies and should be diligent in reviewing traffic stop data to ensure that deputies are adhering to Policy. Supervisors should also refer to the Hispanic Surname Briefing section of the 2017 SRELE course (which can be located on the U-Drive under the Training folder, titled, "Hispanic Surname Briefing") and provide periodic refreshers to deputies regarding the importance of using their training, professional and life experiences to make an accurate selection of a person's perceived ethnicity.

Any deficiency found in the MCSO Contact Form needs to be corrected. The data from the MCSO Contact Forms are utilized in the EIS process of completing the statistical analysis of traffic stops. These analyses occur monthly, quarterly and annually, and having accurate information on the Contact Forms will reduce erroneous data in the analysis. Therefore, any errors found by the supervisor during their reviews and discussions should be corrected. Any errors found from an inspection should be corrected. An example from above would be as follows: if a Deputy did not input the names of the driver and passenger contacted during a traffic stop, he would go back to the Contact Form and add the data.

Date Inspection Started: December 05, 2019
 Date Completed: December 30, 2019
 Timeframe Inspected: November 01 – 30, 2019
 Assigned Inspector(s): Ronda Jamieson B3178

I have reviewed this inspection report.

Lt. D. Reaulo S1678
 Lt. Dominick Reaulo S1678
 Commander, Audits & Inspections Unit
 Bureau of Internal Oversight

1/2/2020
 Date